Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

June 30, 2010

Également disponible en français

The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Quebec City of Montréal Canadian Union of Public Employees 670 school crossing gardes **0694909**	Mar 10
Ontario College Compensation and Appointments Council Ontario Public Service Employees Union 10,500 academic staff **0521511**	Feb 10
House of Commons of Canada Professional Institute of the Public Service of Canada 100 procedural clerks, analysis and reference **0799310**	Mar 10
Manitoba City of Winnipeg International Association of Fire Fighters 920 fire fighters **0721412**	Feb 10

Canada

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	CO/MED	Dec 09
NAV CANADA	IBEW/PIPSC	1,620	B	Aug 09/Apr 10
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	TENT	Jun 09
TELUS Communications (Que.) Inc.	CUPE	1,010	CO/TENT	Dec 09
Groupe TVA Inc.	CUPE	1,000	CO/MED/TENT	Dec 09
Maritime Employers Association (Que.)	CUPE	830	TENT/CO/MED	Dec 08
Jazz Air Limited Partnership	CFAU	780	MED	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B/MED	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B/MED	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B/MED/TENT	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO/B	Mar 08/Mar 09
Alberta Health Services	UNA	23,500	MED	Mar 10
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Government of Manitoba	MGEU	13,500	B	Mar 10
City of Montréal	Various unions	13,360	ARB/CO	Dec 06/Aug 08
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10

Employer	Union	Employees	Status*	Expiry Month
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
City of Toronto	IAFF	3,000	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Prince Edward Island	UPSE	1,950	B	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	CO/ARB	Mar 09
BC Hydro	COPE	1,600	B	Mar 10
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B/CO	Dec 08
City of Regina	CUPE	1,200	B	Dec 09
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Yukon	YTA	750	ARB	Jun 09
Government of Nunavut	NTA	640	MED	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B/MED	Apr 10
Construction Sector (Ont.)	Various unions	39,980	B	Apr 10
Loblaws Supermarkets Limited	UFCW Canada	15,390	CO	Jul 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	CO	Jul 10
Canada Safeway Limited (Alta.)	UFCW Canada	10,725	B	Mar 10
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B	Jun 09
Vale (Ont.)	USW	3,450	WS/B	May 09
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Suncor Energy Inc.	CEP	3,200	B	Apr 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
XL Foods Lakeside Packers.	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within the same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are indicated by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within the same union or in various unions are expiring, for example, either in July 2007 or April 2008, and their expiry dates are indicated by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Government of Nova Scotia	NSTU	10,000	Jul 10
Universities (Ont.)	Various unions	6,870	May/Jun 10
Provincial and Territorial Jurisdictions, Private Sector			
Algoma Steel Inc.	USWA	3,190	Jul 10
Hamilton Steel GP Inc.	USWA	2,400	Jul 10

Major Work Stoppages

Involving 500 or more employees from **May 28 to June 10, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Gouvernement du Québec Montréal, Montérégie and Outaouais, Quebec Fédération autonome de l'enseignement 32,000 teachers	Class size and working conditions	Jun 8/2010	Jun 8/2010
Construction Labour Relations Association of Manitoba Province-wide, Manitoba United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada 700 plumbers, steamfitters and welders	Wages	May 17/2010	Jun 1/2010
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	
Vale Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Listings of the 2010 Collective Agreement Expiries and Reopeners

Update of the listings of the 2010 expiries and reopeners are available on the Web site at Listings of the Expiries and Reopeners. The updated versions identify the additions by the symbol ✓ and the deletions by ✖.

Readers' Corner

The Service Canada and Human Resources and Skills Development Canada Library offers a list of selected recent publications, with short abstracts, on current and emerging workplace topics.

Employee Engagement

Employee engagement as a management concept is relatively recent (1990's) and describes the complete expression – physical, cognitive and emotional – of an employee in the performance of their work.

An engaged employee is someone who feels involved, committed, passionate, and empowered, and demonstrates those feelings in work behaviour

See the Readers' Corner for reading material on "Employee Engagement". Other references on the subject, in French only, are available on the French Web site.

To view previously published abstracts, visit the Library Web site.

Coming in the Next Issue

- Wage Settlements—**May 2010** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice monthly.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Client Services at 1-800-567-6866 - Ottawa-Gatineau area at 819-997-3117

Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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